



MECKLENBURG COUNTY IS SEEKING AN ASSISTANT DIRECTOR FOR POPULATION HEALTH



Mecklenburg County Public Health (MCPH)

Mecklenburg County Public Health (MCPH) offers a wide range of services to meet the needs of a growing and diverse community. With more than 800 professionals in multiple specialties and disciplines, MCPH is the largest accredited Public Health Department in North Carolina.

MCPH provides direct services such as immunizations, STD testing and treatment, family planning, pediatric dental, WIC and other clinical services, as well as programs that support the overall health of the community. In collaboration with diverse community partners, Public Health offers interventions and works to establish policy, system and environmental changes that prevent disease and promote health. MCPH provides a full range of services in environmental health, directs a comprehensive school health program for Charlotte Mecklenburg Schools, and a number of innovative, evidence based programs focused on at-risk mothers, young children, and those with special needs. Data-driven initiatives include: Getting to Zero Mecklenburg to reduce

new cases of HIV; Village HeartBEAT which engages the faith community in the prevention and management of chronic illness and is the winner of the Aetna National Health Challenge; and Char-Meck ReCAST, a SAMHSA-funded project to assist high-risk youth and families and promote community resilience.

The Division of Population Health includes the Office of Policy and Prevention, which addresses the leading causes of morbidity and mortality, Community Engagement which implements Village HeartBEAT and other projects, Epidemiology and MCPH preparedness.



BOARD OF COUNTY COMMISSIONERS' VISION:

The Mecklenburg BOCC's vision for the community can be summed up as: **"Mecklenburg County will be a community of pride and choice for people to LIVE, LEARN, WORK, and RECREATE."** To carry out this vision, County services are provided to meet the community's priorities, as defined by the BOCC, and funded through property taxes, local sales taxes, fees, and other sources. The Board's primary responsibilities are to adopt an annual budget, set a property tax rate, and establish priorities to address the County's needs, especially in the areas of health, education, welfare, and mental health. The Board's priorities are carried out by a staff of over 5,000 employees led by the County Manager who is appointed by, and reports to, the Board and functions as the CEO of the County. There are four Assistant County Managers that report to the County Manager

POSITION SUMMARY

The Assistant Health Director for Population Health will work intensively with community partners to facilitate/convene collaborations and address public health priorities. This position will also be responsible for facilitating connections between the other Divisions and appropriate community partners to assist in accomplishing Departmental goals. Serving on the Executive Team of the Health Department, the Assistant Health Director for Population Health will work with the Health Director and the other members of the Team to provide cohesive, transformational leadership for the Health Department. This division includes oversight of Epidemiology, Policy and Prevention, and Community Engagement as core programs.



ESSENTIAL FUNCTIONS

»» Displays line authority in making decisions on the day-to-day operations of the division.

»» Lead the Community Health Assessment process, engaging health department staff and community partners, to determine health priorities for the County.

»» Collect and evaluate data to ensure consistency and excellence in public health services.

»» Maintain and develop culture of excellent customer service for Population Health stakeholders including patients, clients and community partners.

»» Engage with diverse stakeholders such as individual citizens, community groups, County Board of Commissioners, employees, regional, state and federal authorities to leverage County opportunities and mitigate challenges.

»» Develop and maintain critical partnerships and advocacy with the community by engaging non-profit organizations, church and civil groups, advocates and health care organizations to prioritize health initiatives.

»» Analyze and solve problems to meet organizational and regulatory standards.

»» Create and apply performance metrics that objectively measure division performance against mission critical goals.

»» Advocate for services of the agency to regulatory bodies and programmatic partners.

»» Develop, manage, and coordinate a budget that consists of funds from multiple sources.

»» Networks with peers in neighboring communities, the state and public to benchmark the organization, identify best practices and leverages resources.



MINIMUM QUALIFICATIONS

Experience: Six years of progressively responsible public health management experience working with the fields of community development and collaboration. Direct experience conducting community assessments and using data to develop priorities and strategies to improve the health in the community, which may cross other divisions of public health.

Education: Bachelor's Degree in Public Health, Healthcare Administration, Public Administration, or related degree. Equivalent Experience for Education Accepted? Yes
Licenses and Certifications: Valid NC or SC driver's license and the ability to obtain and maintain a County Operator Permit.

PREFERRED QUALIFICATIONS

- »» Master's degree in public health
- »» Strong facilitation skills
- »» Experience in personnel management
- »» Excellent communication skills
- »» Critical thinking skills



KNOWLEDGE, SKILLS & ABILITIES

Knowledge of:

- »» Business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- »» Principles and processes for providing customer services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- »» The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- »» Laws, legal codes, court procedures, precedents, government regulations, and agency rules, and the political climate.
- »» Expertise in area of assignment.

Skilled in:

- »» Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- »» Identifying complex problems

and reviewing related information to develop and evaluate options and implement solutions.

- »» Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- »» Talking to others to convey information effectively.
- »» Adjusting actions in relation to others' actions.

Abilities:

- »» Communication – Clearly conveying information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message.
- »» Collaboration – Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- »» Building Strategic Work Relationships – Developing and using collaborative relationships to facilitate the accomplishment of work goals.
- »» Decision Making – Identifying and

understanding issues, problems, and opportunities; comparing data from different sources to draw conclusions; using effective approaches for choosing a course of action or developing appropriate solutions; taking action that is consistent with available facts, constraints, and probable consequences.

- »» Formal Presentations – Presenting ideas effectively to individuals or groups when given time to prepare; delivering presentations suited to the characteristics and needs of the audience.
- »» Building Trust – Interacting with others in way that gives them confidence in one's intentions and those of the organization.

To accomplish this job successfully, an individual must be able to perform, with or without reasonable accommodation, each essential function satisfactorily. Reasonable accommodations may be made to help enable qualified individuals with disabilities to perform the essential functions.

COMPENSATION & BENEFITS

A competitive salary based on experience will be offered for the Assistant Director for Population Health position with generous benefits. Benefit include medical, dental, vision care, flexible spending accounts, short- and long-term disability as well as basic and supplemental term life insurance. The selected candidate will be automatically enrolled into the North Carolina Local Government Retirement System upon their employment. In addition, there is optional participation in one of two deferred compensation plans, a 457 Plan or 401(k) Plan, with a 5% match from the County.



APPLICATION & SELECTION PROCESS



Qualified candidates please submit your resume online by visiting our website at careers.mecknc.gov. Resumes will be screened in relation to the criteria outlined in this brochure. Selected candidates will be invited for an interview.

For more information, please contact:

For more information, please contact:
Charity Harris, Talent Acquisition Manager
Office Number: 980-314-2718

Mecklenburg County Is an Equal Opportunity Employer and Values Diversity At All Levels Of Its Workforce.

Visit the Mecklenburg County's web site at:
www.mecknc.gov

